

Table 35. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	5	7	33	49
Worker characteristics					
Management, professional, and related	16	10	11	48	66
Management, business, and financial	17	16	13	48	66
Professional and related	16	7	10	48	66
Teachers	12	3	5	46	64
Primary, secondary, and special education school teachers	8	1	2	43	62
Registered nurses	21	4	11	59	72
Service	8	1	3	21	34
Protective service	9	3	9	38	54
Sales and office	8	5	7	33	51
Sales and related	3	4	4	30	50
Office and administrative support	10	5	9	35	52
Natural resources, construction, and maintenance	4	2	5	23	36
Construction, extraction, farming, fishing, and forestry	2	1	4	16	28
Installation, maintenance, and repair	6	2	7	31	44
Production, transportation, and material moving ...	5	1	3	26	43
Production	7	2	3	28	44
Transportation and material moving	4	1	3	23	43
Full time	11	5	8	36	54
Part time	5	2	3	20	34
Union	15	2	9	48	74
Nonunion	8	5	6	30	44
Wage percentiles:³					
Lowest 10 percent	5	1	2	10	23
Lowest 25 percent	5	1	2	17	30
Second 25 percent	8	3	5	30	46
Third 25 percent	10	5	9	37	55
Highest 25 percent	16	10	12	49	68
Highest 10 percent	18	12	13	50	71
Establishment characteristics					
Goods-producing industries	7	5	3	29	44
Service-providing industries	10	5	7	33	50
Education and health services	14	3	7	44	61
Educational services	13	4	7	47	67
Elementary and secondary schools	8	1	2	42	65
Junior colleges, colleges, and universities	23	—	17	64	75
Health care and social assistance	15	3	7	42	57
Hospitals	27	4	14	76	89
Public administration	17	6	16	54	75

See footnotes at end of table.

Table 35. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	3	3	3	13	25
1 to 49 workers	3	3	2	11	21
50 to 99 workers	3	3	4	19	36
100 workers or more	15	6	10	49	70
100 to 499 workers	8	4	6	38	58
500 workers or more	22	8	13	60	82
Geographic areas					
New England	10	4	8	33	49
Middle Atlantic	9	5	7	32	49
East North Central	10	5	6	36	49
West North Central	9	4	6	33	48
South Atlantic	8	5	4	31	53
East South Central	—	5	2	30	46
West South Central	8	4	4	31	46
Mountain	9	4	9	31	49
Pacific	11	5	13	35	50

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both

above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 36. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ²	Performance	Signing	Other
All workers	14	20	37	39	24	16	7	2	1	6
Worker characteristics										
Management, professional, and related	18	32	55	59	34	25	8	4	2	6
Management, business, and financial	23	33	57	61	30	30	14	6	4	10
Professional and related	17	32	54	58	35	24	7	3	2	4
Teachers	17	31	49	57	48	19	(³)	—	(³)	—
Primary, secondary, and special education school teachers	16	32	49	56	48	20	—	—	—	—
Registered nurses	11	36	57	61	29	22	2	1	(³)	1
Service	8	12	23	25	19	9	3	1	(³)	—
Protective service	16	22	38	40	42	18	2	—	—	1
Sales and office	17	18	38	40	23	16	10	2	1	8
Sales and related	18	9	31	32	20	9	12	2	1	10
Office and administrative support	16	24	41	44	25	20	9	3	1	7
Natural resources, construction, and maintenance	9	14	22	24	17	10	6	2	1	3
Construction, extraction, farming, fishing, and forestry	5	10	12	15	13	6	2	—	1	2
Installation, maintenance, and repair	14	18	32	34	21	14	10	4	1	5
Production, transportation, and material moving ...	9	16	28	29	18	10	7	1	1	6
Production	10	18	31	34	18	12	8	1	2	6
Transportation and material moving	9	15	25	25	18	9	6	1	(³)	6
Full time	16	24	42	45	27	18	8	3	1	6
Part time	6	9	20	20	13	7	5	1	(³)	4
Union	14	24	47	50	41	24	5	2	1	3
Nonunion	13	20	35	37	21	14	8	2	1	6
Wage percentiles:⁴										
Lowest 10 percent	4	5	11	12	10	4	6	1	(³)	5
Lowest 25 percent	8	8	18	19	15	6	6	1	(³)	5
Second 25 percent	13	19	33	37	22	13	6	1	1	5
Third 25 percent	15	24	42	45	27	18	7	2	1	5
Highest 25 percent	19	31	56	59	34	26	10	5	3	7
Highest 10 percent	20	30	59	63	36	28	12	6	4	8
Establishment characteristics										
Goods-producing industries	11	18	32	35	16	15	9	2	2	6
Service-providing industries	14	21	37	40	26	16	7	2	1	5
Education and health services	14	30	48	54	33	17	1	(³)	(³)	(³)
Educational services	19	33	53	60	52	20	(³)	—	(³)	(³)
Elementary and secondary schools	17	34	49	57	49	19	—	—	—	—
Junior colleges, colleges, and universities	22	33	64	71	62	23	1	—	1	(³)
Health care and social assistance	10	27	45	49	20	16	1	(³)	(³)	1
Hospitals	15	47	71	74	33	29	2	1	(³)	1
Public administration	19	32	53	56	54	31	—	—	—	—

See footnotes at end of table.

Table 36. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ²	Performance	Signing	Other
1 to 99 workers	7	10	18	19	12	7	4	1	1	3
1 to 49 workers	6	8	15	16	10	7	3	1	1	2
50 to 99 workers	9	14	26	28	19	7	7	2	(³)	6
100 workers or more	19	30	53	57	34	23	10	3	2	8
100 to 499 workers	16	23	43	46	26	15	10	2	1	8
500 workers or more	22	36	62	67	42	31	10	4	2	8
Geographic areas										
New England	8	16	37	39	25	16	7	2	1	6
Middle Atlantic	8	15	33	36	30	14	6	2	1	4
East North Central	14	18	36	37	24	17	8	3	2	6
West North Central	14	24	41	46	21	18	5	1	(³)	4
South Atlantic	16	24	39	42	21	13	8	2	2	6
East South Central	23	24	22	33	—	12	—	2	1	—
West South Central	12	22	37	40	23	14	7	2	1	5
Mountain	13	21	40	41	23	16	6	1	1	5
Pacific	15	21	39	40	23	20	7	3	2	5

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

³ Less than 0.5 percent.

⁴ The percentile groupings are based on the average wage for each occupation

surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

**Table 37. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2009**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree health care benefits ³	
		Under age 65	Age 65 and over
All workers	16	26	23
Worker characteristics			
Management, professional, and related	25	42	38
Management, business, and financial	28	39	36
Professional and related	24	42	38
Teachers	24	63	57
Primary, secondary, and special education school teachers	21	66	58
Registered nurses	19	24	18
Service	8	14	12
Protective service	18	43	38
Sales and office	19	24	23
Sales and related	18	21	19
Office and administrative support	19	26	25
Natural resources, construction, and maintenance	11	19	17
Construction, extraction, farming, fishing, and forestry	6	14	13
Installation, maintenance, and repair	17	24	22
Production, transportation, and material moving ...	10	19	16
Production	9	17	13
Transportation and material moving	12	20	19
Full time	18	29	26
Part time	10	14	13
Union	23	55	50
Nonunion	15	20	18
Wage percentiles:⁴			
Lowest 10 percent	5	6	5
Lowest 25 percent	8	10	9
Second 25 percent	13	20	19
Third 25 percent	18	29	26
Highest 25 percent	28	45	41
Highest 10 percent	30	47	43
Establishment characteristics			
Goods-producing industries	10	19	15
Service-providing industries	17	27	25
Education and health services	19	36	32
Educational services	28	64	59
Elementary and secondary schools	20	67	61
Junior colleges, colleges, and universities	48	62	60
Health care and social assistance	13	15	12
Hospitals	26	28	19
Public administration	25	70	65

See footnotes at end of table.

**Table 37. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2009—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree health care benefits ³	
		Under age 65	Age 65 and over
1 to 99 workers	6	8	7
1 to 49 workers	5	7	6
50 to 99 workers	9	13	11
100 workers or more	25	41	37
100 to 499 workers	18	28	26
500 workers or more	31	53	48
Geographic areas			
New England	14	25	23
Middle Atlantic	15	27	27
East North Central	16	23	21
West North Central	14	23	18
South Atlantic	20	29	25
East South Central	16	22	20
West South Central	14	28	24
Mountain	15	22	22
Pacific	18	27	25

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care.

³ A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws.

⁴ The percentile groupings are based on the

average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 38. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
All workers	44	4	4	10	9	6	3	6	13
Worker characteristics									
Management, professional, and related	47	6	6	9	4	9	3	8	16
Management, business, and financial	57	8	8	16	6	8	2	8	21
Professional and related	43	5	6	7	4	9	3	7	14
Teachers	24	—	3	1	1	11	2	—	9
Primary, secondary, and special education school teachers	28	—	4	—	1	14	3	—	11
Registered nurses	50	1	5	7	4	10	3	18	17
Service	33	1	5	6	7	4	3	6	8
Protective service	42	(⁴)	8	4	4	7	10	9	13
Sales and office	48	4	3	12	13	5	6	6	11
Sales and related	42	3	2	9	16	3	9	4	9
Office and administrative support	51	5	4	13	12	7	4	7	13
Natural resources, construction, and maintenance	46	5	3	14	12	3	3	4	14
Construction, extraction, farming, fishing, and forestry	41	4	2	14	12	3	2	1	11
Installation, maintenance, and repair	51	6	5	14	11	4	3	7	18
Production, transportation, and material moving ...	46	7	3	10	11	5	2	5	16
Production	50	10	2	12	10	6	1	6	18
Transportation and material moving	43	4	3	9	11	5	2	4	14
Full time	48	5	5	11	9	7	4	7	15
Part time	28	1	2	6	7	2	3	5	5
Union	36	4	5	3	2	12	3	3	16
Nonunion	45	4	4	11	10	5	3	7	12
Wage percentiles:⁵									
Lowest 10 percent	28	1	3	6	10	1	1	5	5
Lowest 25 percent	33	1	3	7	10	2	4	5	7
Second 25 percent	46	4	3	11	12	6	4	7	12
Third 25 percent	48	5	4	12	9	7	3	6	14
Highest 25 percent	50	8	7	10	5	9	2	8	19
Highest 10 percent	51	9	8	10	4	10	2	8	18
Establishment characteristics									
Goods-producing industries	51	11	3	14	11	6	1	5	18
Service-providing industries	42	3	5	9	9	6	4	7	12
Education and health services	36	1	4	4	5	10	3	7	10
Educational services	22	(⁴)	3	1	1	11	3	1	8
Elementary and secondary schools	24	—	2	—	1	12	3	—	9
Junior colleges, colleges, and universities	20	(⁴)	5	(⁴)	(⁴)	8	2	1	5
Health care and social assistance	46	2	4	6	9	9	3	12	12
Hospitals	48	2	4	3	2	14	4	18	16
Public administration	40	—	7	—	1	13	9	1	16

See footnotes at end of table.

Table 38. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
1 to 99 workers	43	4	3	14	13	3	2	4	9
1 to 49 workers	44	4	2	14	15	3	2	3	8
50 to 99 workers	41	4	5	12	6	5	2	6	11
100 workers or more	45	5	6	7	5	8	5	9	16
100 to 499 workers	44	3	4	7	8	6	6	9	14
500 workers or more	45	6	8	6	3	10	3	9	18
Geographic areas									
New England	49	5	5	7	12	9	3	7	12
Middle Atlantic	42	3	4	9	6	9	2	6	13
East North Central	45	7	3	11	9	8	4	7	13
West North Central	43	5	4	13	8	3	3	7	12
South Atlantic	47	3	4	9	11	3	5	9	15
East South Central	44	3	—	12	10	2	5	5	12
West South Central	44	5	4	8	12	3	3	6	15
Mountain	40	4	3	10	10	6	2	3	10
Pacific	41	5	6	10	5	7	2	5	11

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

³ Includes all other bonuses provided to employees and not published separately.

⁴ Less than 0.5 percent.

⁵ The percentile groupings are based on the average wage for each occupation

surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 39. Benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
All workers	64	9	6	20	61	13	1	25
Worker characteristics								
Management, professional, and related	80	7	4	9	76	11	1	12
Management, business, and financial	85	9	2	4	84	10	1	5
Professional and related	78	7	4	11	74	11	1	14
Teachers	81	3	4	12	73	11	1	15
Primary, secondary, and special education school teachers	89	2	3	6	78	14	1	8
Registered nurses	74	4	7	14	67	11	2	20
Service	41	10	10	39	40	11	2	47
Protective service	66	9	5	20	68	7	4	21
Sales and office	64	9	8	18	59	14	1	25
Sales and related	54	10	13	24	47	16	1	35
Office and administrative support	71	8	6	15	66	13	1	20
Natural resources, construction, and maintenance	66	12	4	18	59	20	1	20
Construction, extraction, farming, fishing, and forestry	61	11	5	22	50	23	2	26
Installation, maintenance, and repair	72	13	2	13	68	17	1	14
Production, transportation, and material moving ...	65	12	5	18	65	12	2	21
Production	67	15	3	15	71	11	2	16
Transportation and material moving	63	9	6	21	59	13	1	26
Full time	77	11	3	9	75	13	1	11
Part time	20	4	20	56	14	10	2	74
Union	89	3	3	5	81	11	1	7
Nonunion	59	11	7	23	57	13	2	28
Wage percentiles:³								
Lowest 10 percent	17	8	17	57	16	9	1	73
Lowest 25 percent	32	9	13	45	30	12	2	56
Second 25 percent	67	12	5	16	64	15	2	19
Third 25 percent	76	11	3	10	72	14	1	12
Highest 25 percent	86	6	3	6	81	11	1	7
Highest 10 percent	87	6	3	5	83	9	1	6
Establishment characteristics								
Goods-producing industries	72	13	4	11	70	15	2	13
Service-providing industries	63	9	7	22	59	12	1	27
Education and health services	73	7	6	14	68	12	2	18
Educational services	83	3	5	9	75	11	1	13
Elementary and secondary schools	86	2	5	7	75	14	1	10
Junior colleges, colleges, and universities	84	3	2	10	83	5	1	12
Health care and social assistance	66	10	7	17	63	13	2	22
Hospitals	85	3	4	8	84	4	2	10
Public administration	87	1	3	9	81	7	1	11

See footnotes at end of table.

Table 39. Benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
1 to 99 workers	45	15	9	31	42	17	2	39
1 to 49 workers	40	15	9	35	38	18	2	43
50 to 99 workers	59	13	9	20	55	16	1	27
100 workers or more	81	5	4	10	77	9	1	13
100 to 499 workers	74	7	5	13	70	12	2	17
500 workers or more	86	3	3	7	84	5	1	9
Geographic areas								
New England	61	12	5	22	59	13	1	27
Middle Atlantic	66	9	6	19	59	16	2	24
East North Central	64	9	8	19	64	9	2	25
West North Central	65	6	8	21	61	10	2	27
South Atlantic	66	10	6	18	65	11	1	24
East South Central	67	11	6	16	66	12	2	21
West South Central	60	10	7	23	59	11	2	28
Mountain	64	8	6	22	59	13	2	26
Pacific	63	12	5	21	56	19	1	24

See footnotes at end of table.

Table 39. Benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
All workers	30	1	44	25	51	5	23	21
Worker characteristics								
Management, professional, and related	46	2	41	11	59	3	28	10
Management, business, and financial	43	1	51	6	73	2	20	5
Professional and related	46	2	38	14	54	3	31	13
Teachers	70	3	14	13	30	1	54	15
Primary, secondary, and special education school teachers	83	2	8	7	20	—	71	—
Registered nurses	37	2	41	20	59	7	19	15
Service	18	1	33	48	29	9	22	39
Protective service	50	2	25	23	35	4	41	21
Sales and office	23	2	50	25	57	7	17	20
Sales and related	12	3	51	34	50	11	13	26
Office and administrative support	30	1	49	19	60	5	19	16
Natural resources, construction, and maintenance	31	1	47	21	52	3	26	18
Construction, extraction, farming, fishing, and forestry	31	1	42	27	45	5	28	23
Installation, maintenance, and repair	32	1	53	15	61	2	24	13
Production, transportation, and material moving ...	27	1	50	22	54	4	23	19
Production	27	(²)	55	18	60	3	22	15
Transportation and material moving	27	2	45	26	49	5	24	23
Full time	36	(²)	52	12	61	2	27	10
Part time	9	5	15	71	15	16	9	60
Union	79	2	14	6	40	1	52	7
Nonunion	21	1	49	29	53	6	17	24
Wage percentiles:³								
Lowest 10 percent	3	2	23	72	16	16	10	59
Lowest 25 percent	8	2	34	56	28	12	14	47
Second 25 percent	25	1	54	20	55	5	23	17
Third 25 percent	36	1	50	12	59	3	27	10
Highest 25 percent	53	1	38	7	63	2	28	6
Highest 10 percent	53	1	39	7	66	2	27	5
Establishment characteristics								
Goods-producing industries	31	1	54	14	64	3	21	12
Service-providing industries	30	2	42	27	48	6	23	23
Education and health services	45	2	36	18	45	4	35	16
Educational services	71	4	15	10	31	1	55	13
Elementary and secondary schools	82	4	6	8	18	1	70	11
Junior colleges, colleges, and universities	54	2	33	11	61	1	26	12
Health care and social assistance	25	1	51	23	56	6	20	18
Hospitals	50	2	38	10	67	3	21	9
Public administration	81	2	7	10	33	1	55	11

See footnotes at end of table.

Table 39. Benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
1 to 99 workers	11	1	49	39	40	8	19	32
1 to 49 workers	9	1	47	43	37	8	19	36
50 to 99 workers	17	2	54	27	51	7	20	21
100 workers or more	46	2	39	13	60	3	26	11
100 to 499 workers	30	2	52	16	61	4	20	14
500 workers or more	61	2	28	9	58	2	31	8
Geographic areas								
New England	29	1	43	26	46	4	26	23
Middle Atlantic	34	2	40	24	49	5	25	20
East North Central	31	2	42	25	52	6	21	21
West North Central	29	2	42	27	51	7	20	22
South Atlantic	29	1	47	24	57	6	19	19
East South Central	26	2	51	21	51	5	26	17
West South Central	27	1	43	29	48	6	22	24
Mountain	24	2	47	26	51	5	20	24
Pacific	32	1	43	24	47	4	28	21

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² Less than 0.5 percent.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation

Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 35. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	9	5	6	29	45
Worker characteristics					
Management, professional, and related	17	12	11	45	62
Management, business, and financial	16	17	12	46	64
Professional and related	17	9	11	45	62
Service	8	1	2	15	27
Protective service	4	1	3	14	23
Sales and office	7	5	6	31	49
Sales and related	3	4	4	30	50
Office and administrative support	9	5	8	32	48
Natural resources, construction, and maintenance	3	2	4	20	32
Construction, extraction, farming, fishing, and forestry	1	—	2	12	23
Installation, maintenance, and repair	6	3	7	29	41
Production, transportation, and material moving ...	5	1	3	25	42
Production	7	2	3	28	43
Transportation and material moving	3	1	3	21	41
Full time	10	6	7	33	49
Part time	4	2	2	18	32
Union	15	2	7	43	68
Nonunion	8	5	6	28	42
Wage percentiles:²					
Lowest 10 percent	5	1	2	9	22
Lowest 25 percent	5	1	2	14	28
Second 25 percent	7	2	4	27	42
Third 25 percent	9	5	7	33	49
Highest 25 percent	16	12	12	45	63
Highest 10 percent	19	15	14	48	67
Establishment characteristics					
Goods-producing industries	7	5	2	29	44
Construction	(³)	2	3	10	19
Manufacturing	10	6	2	38	54
Service-providing industries	9	5	7	29	45
Trade, transportation, and utilities	2	2	4	29	50
Wholesale trade	5	4	3	19	39
Retail trade	1	1	3	30	51
Transportation and warehousing	2	—	5	32	56
Utilities	16	—	—	70	86

See footnotes at end of table.

Table 35. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	9	10	15	54	76
Financial activities	24	13	16	44	61
Finance and insurance	30	15	19	52	68
Credit intermediation and related activities	33	14	19	49	64
Insurance carriers and related activities	24	14	17	54	71
Real estate and rental and leasing	4	6	—	16	34
Professional and business services	8	10	10	25	38
Professional and technical services	13	15	14	28	45
Administrative and waste services	1	5	2	13	22
Education and health services	15	3	7	40	54
Educational services	15	6	12	40	51
Junior colleges, colleges, and universities	19	8	21	64	76
Health care and social assistance	15	3	6	40	54
Leisure and hospitality	—	(³)	2	8	21
Accommodation and food services	—	—	1	8	20
Other services	4	3	3	13	20
1 to 99 workers	3	3	3	12	24
1 to 49 workers	3	3	2	10	20
50 to 99 workers	3	3	5	19	35
100 workers or more	15	6	9	48	68
100 to 499 workers	7	4	6	37	58
500 workers or more	25	9	13	61	81
Geographic areas					
New England	9	5	8	33	45
Middle Atlantic	7	6	7	30	43
East North Central	10	5	4	34	46
West North Central	9	4	6	31	45
South Atlantic	8	4	4	25	46
East South Central	—	3	2	26	45
West South Central	8	4	4	27	44
Mountain	7	4	7	26	43
Pacific	10	5	10	29	44

¹ A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

² The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National

Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

³ Less than 0.5 percent.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 36. Financial benefits: Access, private industry workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ¹	Performance	Signing	Other
All workers	12	18	33	35	18	14	9	3	1	7
Worker characteristics										
Management, professional, and related	17	31	55	57	24	25	12	5	3	9
Management, business, and financial	23	32	56	60	24	30	17	7	5	12
Professional and related	14	30	54	56	23	23	10	4	3	7
Service	6	9	18	20	13	6	4	1	(²)	—
Protective service	—	10	16	18	25	6	4	—	—	4
Sales and office	16	17	36	38	20	15	11	3	1	9
Sales and related	18	9	31	31	20	9	12	2	1	10
Office and administrative support	15	22	39	42	20	18	10	3	2	8
Natural resources, construction, and maintenance	8	11	18	20	13	8	7	2	1	4
Construction, extraction, farming, fishing, and forestry	3	7	8	10	9	4	2	—	1	2
Installation, maintenance, and repair	14	16	30	31	18	13	11	5	1	6
Production, transportation, and material moving	9	15	27	29	17	10	7	1	1	6
Production	9	18	30	34	17	12	8	1	2	6
Transportation and material moving	8	13	24	23	16	8	7	1	1	6
Full time	14	21	38	41	21	16	10	3	2	7
Part time	5	8	18	18	11	6	6	1	(²)	5
Union	11	19	41	40	25	20	10	4	1	5
Nonunion	12	18	33	35	17	13	9	2	2	7
Wage percentiles:³										
Lowest 10 percent	4	5	11	12	—	4	6	1	(²)	5
Lowest 25 percent	6	7	16	17	12	5	6	1	(²)	5
Second 25 percent	13	16	30	33	18	11	7	1	1	6
Third 25 percent	13	22	37	40	20	15	9	2	1	6
Highest 25 percent	17	29	54	56	24	26	14	6	3	9
Highest 10 percent	20	31	61	63	25	29	16	8	5	11
Establishment characteristics										
Goods-producing industries	10	18	32	35	16	15	9	2	2	6
Construction	3	6	9	12	8	4	1	—	1	1
Manufacturing	14	22	41	45	19	21	11	3	3	8
Service-providing industries	13	18	34	35	19	14	9	3	1	7
Trade, transportation, and utilities	16	12	33	32	21	9	11	1	1	10
Wholesale trade	9	19	25	29	14	15	7	1	1	6
Retail trade	19	6	31	30	21	6	13	1	1	12
Transportation and warehousing	14	19	41	34	28	8	8	—	—	6
Utilities	30	46	75	69	13	32	21	4	2	18

See footnotes at end of table.

Table 36. Financial benefits: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ¹	Performance	Signing	Other
Information	30	30	65	70	26	27	37	25	2	15
Financial activities	26	35	57	62	20	40	19	8	4	16
Finance and insurance	31	41	67	71	23	49	23	9	4	19
Credit intermediation and related activities	36	45	69	71	24	47	25	11	5	20
Insurance carriers and related activities	28	36	64	70	19	47	23	8	4	19
Real estate and rental and leasing	9	12	21	28	10	7	5	—	—	5
Professional and business services	11	20	33	33	20	16	9	3	3	7
Professional and technical services	13	24	43	43	25	23	11	4	4	9
Administrative and waste services	5	11	13	15	16	6	4	—	1	3
Education and health services	9	25	44	48	19	14	1	(²)	(²)	1
Educational services	8	24	47	51	33	14	2	—	2	(²)
Junior colleges, colleges, and universities	9	27	70	72	47	22	3	—	3	(²)
Health care and social assistance	9	26	43	47	16	14	1	1	(²)	1
Leisure and hospitality	—	5	9	13	—	4	—	1	—	—
Accommodation and food services	—	—	8	12	—	5	—	1	—	—
Other services	5	10	10	12	13	5	2	—	—	—
1 to 99 workers	6	9	17	18	11	6	4	1	1	3
1 to 49 workers	6	8	14	15	9	6	3	1	1	2
50 to 99 workers	9	13	25	27	17	6	7	2	(²)	6
100 workers or more	19	27	52	55	26	22	13	4	2	10
100 to 499 workers	16	22	43	47	23	15	11	3	1	9
500 workers or more	22	35	62	65	30	33	16	6	4	12
Geographic areas										
New England	8	17	38	40	20	15	8	2	1	7
Middle Atlantic	9	15	33	34	22	12	7	2	1	5
East North Central	13	18	35	36	18	16	9	3	2	7
West North Central	13	21	37	42	17	15	6	1	1	4
South Atlantic	13	19	34	35	15	11	10	3	2	7
East South Central	20	18	18	29	—	12	—	2	1	—
West South Central	11	19	32	35	15	13	9	3	1	6
Mountain	11	18	36	36	18	13	6	2	1	6
Pacific	13	15	33	34	17	18	9	4	2	5

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

² Less than 0.5 percent.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 37. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
All workers	14	17	15
Worker characteristics			
Management, professional, and related	23	27	24
Management, business, and financial	27	32	30
Professional and related	21	25	21
Service	5	4	4
Protective service	7	8	7
Sales and office	18	20	19
Sales and related	18	20	19
Office and administrative support	18	19	19
Natural resources, construction, and maintenance	10	14	13
Construction, extraction, farming, fishing, and forestry	4	9	8
Installation, maintenance, and repair	16	21	19
Production, transportation, and material moving ...	10	16	14
Production	8	16	12
Transportation and material moving	11	16	15
Full time	16	20	18
Part time	9	10	9
Union	20	37	34
Nonunion	14	15	13
Wage percentiles:³			
Lowest 10 percent	4	5	4
Lowest 25 percent	7	8	7
Second 25 percent	11	13	11
Third 25 percent	15	18	16
Highest 25 percent	26	33	29
Highest 10 percent	30	35	33
Establishment characteristics			
Goods-producing industries	10	18	15
Construction	3	5	5
Manufacturing	13	23	19
Service-providing industries	15	17	16
Trade, transportation, and utilities	17	22	21
Wholesale trade	10	10	8
Retail trade	16	20	19
Transportation and warehousing	27	36	36
Utilities	40	67	56

See footnotes at end of table.

Table 37. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
Information	45	51	51
Financial activities	33	34	36
Finance and insurance	41	43	46
Credit intermediation and related activities	44	44	48
Insurance carriers and related activities	38	41	42
Real estate and rental and leasing	5	3	3
Professional and business services	14	16	14
Professional and technical services	17	23	20
Administrative and waste services	6	5	5
Education and health services	13	12	10
Educational services	26	27	25
Junior colleges, colleges, and universities	41	42	41
Health care and social assistance	11	10	7
Leisure and hospitality	2	1	—
Accommodation and food services	2	1	—
Other services	2	7	7
1 to 99 workers	6	7	6
1 to 49 workers	5	5	4
50 to 99 workers	8	10	9
100 workers or more	24	29	26
100 to 499 workers	18	22	21
500 workers or more	31	38	33
Geographic areas			
New England	15	16	15
Middle Atlantic	14	17	17
East North Central	16	18	16
West North Central	13	17	14
South Atlantic	15	19	16
East South Central	12	13	11
West South Central	13	19	16
Mountain	13	14	13
Pacific	14	17	16

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 38. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	46	5	4	11	10	5	3	7	13
Worker characteristics									
Management, professional, and related	55	8	7	13	6	8	2	11	18
Management, business, and financial	62	9	8	19	7	7	1	10	22
Professional and related	51	7	6	11	6	8	2	11	16
Service	33	1	5	7	8	3	2	7	7
Protective service	43	1	—	7	7	2	6	—	—
Sales and office	49	4	3	13	14	5	6	7	11
Sales and related	43	3	2	9	16	3	9	4	9
Office and administrative support	54	5	4	15	13	6	3	8	13
Natural resources, construction, and maintenance	47	5	3	15	13	3	2	5	14
Construction, extraction, farming, fishing, and forestry	42	4	2	15	14	2	2	1	11
Installation, maintenance, and repair	52	6	5	15	12	3	2	8	18
Production, transportation, and material moving ...	47	8	3	11	11	5	2	5	16
Production	51	10	2	12	10	6	1	6	19
Transportation and material moving	44	5	3	10	12	4	2	5	14
Full time	52	6	5	13	11	6	3	8	16
Part time	30	2	2	7	8	2	3	6	6
Union	38	8	5	5	4	7	1	6	19
Nonunion	47	5	4	12	11	5	3	8	13
Wage percentiles:³									
Lowest 10 percent	27	1	3	6	9	1	1	5	5
Lowest 25 percent	33	1	3	7	10	2	3	6	6
Second 25 percent	48	4	3	12	14	5	5	8	12
Third 25 percent	51	6	3	14	11	6	2	6	15
Highest 25 percent	56	10	8	14	6	7	1	10	21
Highest 10 percent	58	12	9	14	5	8	1	10	21
Establishment characteristics									
Goods-producing industries	52	11	3	14	11	6	1	5	18
Construction	44	4	1	18	15	2	2	1	9
Manufacturing	55	15	3	12	9	8	1	7	22
Service-providing industries	45	4	5	11	10	5	3	8	12
Trade, transportation, and utilities	46	4	3	11	16	3	7	4	10
Wholesale trade	56	8	2	19	14	6	2	5	15
Retail trade	42	2	1	8	18	2	11	4	7
Transportation and warehousing	46	9	7	7	11	2	3	4	16
Utilities	58	5	—	26	2	6	—	—	21

See footnotes at end of table.

Table 38. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
Information	64	3	15	11	5	4	—	21	38
Financial activities	67	8	8	24	9	4	1	11	23
Finance and insurance	72	10	9	25	8	4	1	12	25
Credit intermediation and related activities	72	6	6	27	7	5	1	11	25
Insurance carriers and related activities	70	16	13	18	10	4	—	15	25
Real estate and rental and leasing	51	—	3	21	13	5	—	6	13
Professional and business services	50	7	5	13	8	5	1	9	14
Professional and technical services	65	14	7	20	11	5	1	11	15
Administrative and waste services	33	1	3	6	5	4	2	9	9
Education and health services	43	2	4	6	8	9	3	11	10
Educational services	23	(⁴)	3	3	3	11	—	2	3
Junior colleges, colleges, and universities	22	(⁴)	2	1	1	13	—	2	3
Health care and social assistance	46	2	4	7	9	9	3	13	11
Leisure and hospitality	29	1	6	7	8	1	1	5	6
Accommodation and food services	29	1	6	7	7	—	1	6	7
Other services	36	1	4	12	11	3	1	3	4
1 to 99 workers	44	4	3	14	13	3	1	4	9
1 to 49 workers	44	4	2	15	16	3	1	3	8
50 to 99 workers	42	5	5	12	6	5	2	6	12
100 workers or more	50	6	6	9	7	7	5	11	18
100 to 499 workers	46	4	4	8	9	5	6	10	14
500 workers or more	55	10	8	10	4	9	2	13	22
Geographic areas									
New England	52	6	6	8	14	7	1	9	11
Middle Atlantic	45	3	4	11	7	9	2	7	13
East North Central	47	8	3	12	10	7	3	8	15
West North Central	47	6	5	15	10	2	3	8	13
South Atlantic	50	4	4	11	12	3	4	10	14
East South Central	50	3	—	15	13	—	4	7	14
West South Central	46	6	5	9	14	2	3	7	14
Mountain	43	5	2	11	11	6	2	4	10
Pacific	42	6	4	11	6	4	3	5	12

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2008." See Technical Note for more details.

⁴ Less than 0.5 percent.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 39. Benefit combinations: Access, private industry workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
All workers	60	11	7	22	58	13	2	28
Worker characteristics								
Management, professional, and related	76	10	4	10	75	11	2	13
Management, business, and financial	84	10	2	4	84	10	1	5
Professional and related	72	10	5	13	71	11	2	16
Service	34	12	11	43	34	12	2	53
Protective service	36	—	—	36	47	—	—	37
Sales and office	62	10	9	19	57	14	1	27
Sales and related	53	10	13	24	47	16	1	36
Office and administrative support	68	9	6	16	64	13	1	21
Natural resources, construction, and maintenance	64	13	4	19	55	21	1	22
Construction, extraction, farming, fishing, and forestry	58	12	6	24	45	25	2	28
Installation, maintenance, and repair	70	14	2	14	66	17	1	15
Production, transportation, and material moving ...	64	12	5	19	64	13	2	22
Production	67	15	3	15	70	11	2	17
Transportation and material moving	62	10	6	22	58	14	1	27
Full time	73	13	3	11	72	14	1	13
Part time	20	4	20	57	13	10	2	74
Union	84	6	3	7	78	12	1	9
Nonunion	57	12	8	24	55	13	2	30
Wage percentiles:²								
Lowest 10 percent	17	8	19	56	16	10	1	74
Lowest 25 percent	29	10	14	47	27	12	2	60
Second 25 percent	64	14	5	17	62	15	2	21
Third 25 percent	73	13	4	11	70	16	1	13
Highest 25 percent	81	8	3	8	77	11	1	10
Highest 10 percent	83	7	3	6	81	10	2	8
Establishment characteristics								
Goods-producing industries	72	13	4	11	70	15	2	13
Construction	56	15	6	23	43	28	1	27
Manufacturing	78	12	2	7	81	10	1	8
Service-providing industries	57	10	8	24	55	13	2	31
Trade, transportation, and utilities	64	9	9	18	57	16	1	26
Wholesale trade	76	11	4	9	70	18	1	12
Retail trade	55	8	13	23	46	18	1	35
Transportation and warehousing	73	9	3	15	73	9	2	16
Utilities	93	—	—	4	91	—	—	5

See footnotes at end of table.

Table 39. Benefit combinations: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
Information	80	8	4	9	80	—	—	12
Financial activities	80	6	4	9	77	9	1	12
Finance and insurance	86	5	3	6	84	6	1	8
Credit intermediation and related activities	90	3	4	3	88	5	1	6
Insurance carriers and related activities	82	6	3	9	79	9	1	11
Real estate and rental and leasing	60	13	6	22	52	—	—	26
Professional and business services	54	13	5	27	56	12	2	30
Professional and technical services	69	15	4	12	70	14	1	15
Administrative and waste services	31	13	6	49	33	12	3	52
Education and health services	64	11	7	18	62	13	2	23
Educational services	70	8	5	17	67	11	1	21
Junior colleges, colleges, and universities	87	3	1	9	85	4	1	9
Health care and social assistance	63	11	7	19	61	13	2	24
Leisure and hospitality	26	11	13	50	27	11	1	62
Accommodation and food services	25	11	13	50	26	11	1	62
Other services	38	14	7	40	36	16	1	47
1 to 99 workers	44	15	9	32	41	18	1	39
1 to 49 workers	39	16	9	36	37	18	2	43
50 to 99 workers	57	13	9	20	54	16	1	28
100 workers or more	78	6	5	11	76	9	2	14
100 to 499 workers	73	8	6	13	69	12	2	17
500 workers or more	84	4	4	8	84	4	1	10
Geographic areas								
New England	57	13	6	24	57	13	1	29
Middle Atlantic	62	10	6	21	54	18	1	26
East North Central	62	10	8	20	63	9	1	27
West North Central	61	7	9	23	58	10	2	30
South Atlantic	61	11	8	20	60	12	1	27
East South Central	62	12	7	19	62	11	2	25
West South Central	55	11	8	26	56	10	2	32
Mountain	60	9	6	24	55	14	2	29
Pacific	58	14	5	23	52	20	1	27

See footnotes at end of table.

Table 39. Benefit combinations: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
All workers	20	1	51	28	55	6	16	23
Worker characteristics								
Management, professional, and related	29	1	57	13	72	4	14	11
Management, business, and financial	35	(1)	59	6	81	2	13	4
Professional and related	26	1	56	17	68	4	14	14
Service	8	1	38	54	30	11	16	44
Protective service	6	1	50	43	35	7	21	37
Sales and office	18	2	54	26	59	8	13	21
Sales and related	11	3	52	34	50	11	13	26
Office and administrative support	23	1	55	21	65	5	13	17
Natural resources, construction, and maintenance	26	1	51	23	54	4	23	19
Construction, extraction, farming, fishing, and forestry	—	—	46	29	46	5	24	24
Installation, maintenance, and repair	27	1	56	16	63	2	21	14
Production, transportation, and material moving ...	25	1	52	22	56	4	21	19
Production	26	(1)	56	18	60	3	22	15
Transportation and material moving	24	1	48	27	51	5	21	23
Full time	24	(1)	61	14	67	3	19	11
Part time	7	3	16	73	16	17	8	59
Union	67	1	23	9	52	2	38	8
Nonunion	15	1	54	30	55	7	14	24
Wage percentiles:²								
Lowest 10 percent	3	2	22	73	16	17	10	58
Lowest 25 percent	5	2	33	59	26	13	12	49
Second 25 percent	16	1	62	22	59	5	18	18
Third 25 percent	25	1	61	14	66	4	20	11
Highest 25 percent	38	1	50	10	74	3	15	8
Highest 10 percent	38	1	52	9	78	3	12	6
Establishment characteristics								
Goods-producing industries	30	1	55	14	64	3	21	12
Construction	—	—	53	28	46	5	25	23
Manufacturing	35	1	56	9	71	2	19	7
Service-providing industries	18	1	50	31	53	7	15	25
Trade, transportation, and utilities	19	3	54	25	57	7	16	20
Wholesale trade	16	1	71	12	72	3	15	9
Retail trade	12	4	51	32	50	10	14	26
Transportation and warehousing	35	—	47	—	58	3	24	15
Utilities	85	—	10	—	90	2	5	4

See footnotes at end of table.

Table 39. Benefit combinations: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
Information	48	—	39	—	77	4	10	9
Financial activities	42	1	45	13	78	4	9	9
Finance and insurance	51	1	40	9	84	3	7	6
Credit intermediation and related activities	56	1	37	6	87	4	6	3
Insurance carriers and related activities	47	(¹)	41	12	80	3	8	9
Real estate and rental and leasing	—	—	61	27	55	6	18	22
Professional and business services	—	—	54	32	53	5	15	27
Professional and technical services	—	—	74	16	68	4	16	12
Administrative and waste services	—	—	36	55	30	6	15	49
Education and health services	20	1	55	24	57	6	18	19
Educational services	—	—	62	20	64	3	14	19
Junior colleges, colleges, and universities	18	—	72	—	85	1	4	9
Health care and social assistance	21	1	54	25	56	7	18	19
Leisure and hospitality	2	1	35	62	24	13	13	50
Accommodation and food services	—	—	34	63	24	13	13	50
Other services	8	1	44	47	33	7	19	41
1 to 99 workers	9	1	50	40	41	8	18	33
1 to 49 workers	8	1	48	44	37	8	18	36
50 to 99 workers	13	1	57	28	53	8	18	21
100 workers or more	33	1	51	14	70	4	14	12
100 to 499 workers	22	2	59	17	67	5	14	14
500 workers or more	47	1	41	11	75	3	14	8
Geographic areas								
New England	—	—	50	29	53	5	18	25
Middle Atlantic	26	1	47	26	55	6	18	22
East North Central	25	1	47	27	55	7	17	21
West North Central	21	1	48	31	55	8	13	23
South Atlantic	17	1	55	27	58	7	14	21
East South Central	—	—	61	25	59	7	15	20
West South Central	17	1	49	33	53	7	14	26
Mountain	15	2	54	29	57	5	13	25
Pacific	22	1	50	27	51	5	20	24

¹ Less than 0.5 percent.

² The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 35. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	11	52	73
Worker characteristics					
Management, professional, and related	14	5	9	53	74
Professional and related	13	4	8	53	74
Teachers	11	2	4	49	70
Primary, secondary, and special education school teachers	7	1	2	47	69
Registered nurses	16	—	13	66	87
Service	12	4	10	50	72
Protective service	12	4	13	56	77
Sales and office	15	5	15	52	73
Office and administrative support	15	5	15	53	74
Natural resources, construction, and maintenance	12	2	13	55	75
Production, transportation, and material moving ...	6	—	13	42	66
Full time	14	5	11	54	77
Part time	8	1	6	40	54
Union	16	2	13	54	83
Nonunion	11	6	9	51	65
Wage percentiles:²					
Lowest 10 percent	9	—	4	41	52
Lowest 25 percent	10	4	5	45	60
Second 25 percent	17	7	14	52	76
Third 25 percent	15	4	14	56	79
Highest 25 percent	13	3	11	56	78
Highest 10 percent	16	4	10	58	80
Establishment characteristics					
Service-providing industries	13	4	10	52	73
Education and health services	13	4	7	51	73
Educational services	12	—	6	49	71
Elementary and secondary schools	8	1	3	44	69
Junior colleges, colleges, and universities	25	—	—	64	75
Health care and social assistance	17	—	15	66	85
Hospitals	19	—	—	69	86
Public administration	17	6	16	54	75
1 to 99 workers	7	4	5	35	48
1 to 49 workers	7	6	6	39	44
50 to 99 workers	6	2	2	29	53
100 workers or more	14	4	11	55	77
100 to 499 workers	9	2	6	42	55
500 workers or more	16	5	13	59	85

See footnotes at end of table.

Table 35. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	27	—	21	70	86
Local government	9	2	7	46	69
Geographic areas					
New England	16	—	—	34	75
Middle Atlantic	20	—	4	44	79
East North Central	9	1	13	49	66
West North Central	—	—	—	45	66
South Atlantic	8	—	7	58	83
East South Central	—	—	2	43	48
West South Central	10	3	4	48	57
Mountain	19	4	21	65	88
Pacific	14	3	25	67	84

¹ A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

² The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National

Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 36. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
All workers	21	34	53	60	55	25
Worker characteristics						
Management, professional, and related	21	35	56	63	57	26
Professional and related	21	35	55	63	57	25
Teachers	20	34	51	61	55	21
Primary, secondary, and special education school teachers	18	35	53	60	53	21
Registered nurses	24	43	66	69	58	28
Service	18	30	48	53	51	24
Protective service	19	30	53	56	54	27
Sales and office	20	36	53	60	56	25
Office and administrative support	20	35	54	61	57	26
Natural resources, construction, and maintenance	23	39	52	58	55	22
Production, transportation, and material moving ...	23	34	41	43	50	16
Full time	22	37	57	64	59	27
Part time	13	18	31	35	31	13
Union	17	31	55	62	60	29
Nonunion	23	37	52	57	51	21
Wage percentiles:¹						
Lowest 10 percent	16	25	35	39	37	14
Lowest 25 percent	18	31	43	49	43	19
Second 25 percent	20	34	57	60	57	27
Third 25 percent	22	39	58	64	58	29
Highest 25 percent	21	34	57	65	62	25
Highest 10 percent	19	28	52	64	63	26
Establishment characteristics						
Service-providing industries	20	34	53	60	55	24
Education and health services	22	36	55	63	56	22
Educational services	21	35	54	63	56	21
Elementary and secondary schools	18	35	51	60	52	20
Junior colleges, colleges, and universities	29	36	61	71	71	23
Health care and social assistance	25	42	61	66	52	30
Hospitals	27	50	63	66	53	30
Public administration	19	32	53	56	54	31
1 to 99 workers	17	23	33	38	40	19
1 to 49 workers	17	22	31	36	37	19
50 to 99 workers	18	26	35	41	45	20
100 workers or more	21	36	56	63	57	25
100 to 499 workers	14	29	40	42	46	20
500 workers or more	23	38	62	70	61	27

See footnotes at end of table.

Table 36. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
State government	28	34	69	74	74	39
Local government	18	34	48	55	49	20
Geographic areas						
New England	12	7	31	34	51	23
Middle Atlantic	3	14	36	47	75	27
East North Central	23	19	39	46	58	24
West North Central	18	35	61	66	45	34
South Atlantic	28	47	68	73	49	22
East South Central	35	51	36	48	44	—
West South Central	16	36	60	64	61	19
Mountain	24	38	67	71	56	31
Pacific	24	48	65	70	51	28

¹ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 37. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
All workers	27	70	64
Worker characteristics			
Management, professional, and related	29	74	68
Professional and related	28	74	68
Teachers	26	74	68
Primary, secondary, and special education school teachers	23	74	66
Registered nurses	31	70	56
Service	24	63	57
Protective service	27	68	61
Sales and office	28	69	65
Office and administrative support	29	71	66
Natural resources, construction, and maintenance	27	65	57
Production, transportation, and material moving ...	16	68	62
Full time	30	74	68
Part time	13	49	47
Union	27	77	71
Nonunion	27	65	59
Wage percentiles: ³			
Lowest 10 percent	15	44	40
Lowest 25 percent	19	57	52
Second 25 percent	30	72	66
Third 25 percent	32	76	70
Highest 25 percent	28	78	71
Highest 10 percent	31	81	75
Establishment characteristics			
Service-providing industries	27	70	64
Education and health services	29	73	66
Educational services	29	73	67
Elementary and secondary schools	21	73	66
Junior colleges, colleges, and universities	52	73	71
Health care and social assistance	32	71	61
Hospitals	33	68	55
Public administration	25	70	65
1 to 99 workers	15	47	38
1 to 49 workers	14	45	38
50 to 99 workers	16	51	39
100 workers or more	29	74	68
100 to 499 workers	17	63	56
500 workers or more	33	78	73

See footnotes at end of table.

Table 37. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
State government	43	82	79
Local government	22	66	59
Geographic areas			
New England	—	80	73
Middle Atlantic	16	85	82
East North Central	15	56	51
West North Central	—	55	40
South Atlantic	44	76	70
East South Central	—	57	51
West South Central	19	71	63
Mountain	24	69	71
Pacific	41	76	71

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 38. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	30	4	1	1	11	6	1	12
Worker characteristics								
Management, professional, and related	29	5	1	1	11	4	1	12
Professional and related	27	4	(³)	1	11	4	1	11
Teachers	24	3	—	—	12	2	—	10
Primary, secondary, and special education school teachers	27	3	—	—	14	3	—	12
Registered nurses	34	4	—	4	8	8	—	12
Service	32	5	—	2	10	8	—	12
Protective service	42	7	—	2	11	13	—	16
Sales and office	32	5	2	2	12	6	1	12
Office and administrative support	32	5	1	2	12	6	1	12
Natural resources, construction, and maintenance	33	3	2	—	11	9	—	11
Production, transportation, and material moving ...	29	2	—	—	11	4	—	11
Full time	34	5	1	1	12	6	1	13
Part time	11	1	1	1	4	2	—	3
Union	35	5	—	—	19	5	—	12
Nonunion	26	4	1	2	5	6	1	11
Wage percentiles:⁴								
Lowest 10 percent	17	(³)	—	3	4	4	—	6
Lowest 25 percent	23	2	1	2	6	5	(³)	9
Second 25 percent	33	6	1	1	11	7	1	12
Third 25 percent	34	5	1	1	12	7	1	15
Highest 25 percent	31	6	(³)	(³)	15	4	1	11
Highest 10 percent	30	5	—	—	16	3	(³)	10
Establishment characteristics								
Service-providing industries	30	5	1	1	11	6	1	12
Education and health services	25	4	1	1	11	3	1	10
Educational services	22	3	—	—	11	3	—	9
Elementary and secondary schools	23	2	—	—	12	3	—	9
Junior colleges, colleges, and universities	19	6	—	—	5	3	—	7
Health care and social assistance	44	8	3	7	10	5	4	15
Hospitals	40	4	—	7	9	4	4	13
Public administration	40	7	—	1	13	9	1	16
1 to 99 workers	30	2	5	5	9	9	—	8
1 to 49 workers	29	1	5	7	7	7	—	9
50 to 99 workers	33	2	—	—	12	11	—	7
100 workers or more	30	5	(³)	1	11	5	1	12
100 to 499 workers	32	2	1	2	13	7	1	12
500 workers or more	30	6	—	—	11	5	1	12

See footnotes at end of table.

Table 38. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
State government	41	12	—	—	12	7	2	19
Local government	27	2	1	2	11	5	(³)	9
Geographic areas								
New England	36	—	—	—	17	10	—	19
Middle Atlantic	29	—	(³)	—	13	3	—	15
East North Central	29	1	—	—	19	8	—	5
West North Central	20	—	1	—	5	—	—	7
South Atlantic	35	6	—	3	3	6	3	20
West South Central	33	3	—	2	8	7	—	16
Mountain	23	—	—	—	—	5	—	—
Pacific	36	15	—	—	23	1	—	6

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ Less than 0.5 percent.

⁴ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 39. Benefits combinations: Access, State and local government workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
All workers	86	2	4	9	78	9	1	11
Worker characteristics								
Management, professional, and related	88	2	3	7	80	10	1	9
Professional and related	88	1	4	7	79	10	1	10
Teachers	88	1	3	8	78	11	1	11
Primary, secondary, and special education school teachers	95	—	—	3	82	13	(¹)	5
Registered nurses	91	—	—	5	82	10	—	—
Service	79	1	4	15	73	8	2	17
Protective service	89	—	—	9	84	5	1	10
Sales and office	87	1	3	8	80	9	1	11
Office and administrative support	88	—	—	7	80	9	1	10
Natural resources, construction, and maintenance	93	2	1	4	89	—	—	5
Production, transportation, and material moving ...	82	—	6	—	74	9	3	14
Full time	98	1	1	1	90	9	(¹)	1
Part time	22	6	19	53	18	9	5	67
Union	95	1	3	2	86	10	1	3
Nonunion	79	2	5	14	73	9	1	18
Wage percentiles:²								
Lowest 10 percent	48	3	11	38	41	10	2	47
Lowest 25 percent	66	3	8	24	58	10	3	29
Second 25 percent	90	1	3	5	83	9	1	8
Third 25 percent	93	2	2	3	85	10	—	—
Highest 25 percent	96	1	1	2	89	8	1	3
Highest 10 percent	96	1	2	2	89	8	1	2
Establishment characteristics								
Service-providing industries	86	2	4	9	78	9	1	11
Education and health services	87	2	4	7	78	11	1	10
Educational services	87	2	4	7	77	11	1	10
Elementary and secondary schools	88	1	5	6	76	13	1	10
Junior colleges, colleges, and universities	83	3	3	11	81	5	1	13
Health care and social assistance	90	2	3	6	82	9	—	—
Hospitals	92	3	1	4	88	6	—	—
Public administration	87	1	3	9	81	7	1	11
1 to 99 workers	71	4	7	18	63	13	2	23
1 to 49 workers	64	5	8	23	60	—	—	29
50 to 99 workers	82	3	5	9	67	18	2	13
100 workers or more	88	1	3	7	81	9	1	10
100 to 499 workers	83	1	4	12	72	13	1	14
500 workers or more	90	1	3	6	84	7	1	8

See footnotes at end of table.

Table 39. Benefits combinations: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
State government	92	—	—	6	86	8	(1)	6
Local government	84	1	5	10	76	10	1	13
Geographic areas								
New England	82	3	4	11	71	—	—	14
Middle Atlantic	86	—	—	8	82	5	3	11
East North Central	78	—	—	13	76	4	2	18
West North Central	82	—	—	10	75	—	—	15
South Atlantic	90	1	1	8	84	—	—	9
East South Central	89	—	—	5	78	—	—	6
West South Central	88	2	2	8	76	15	(1)	9
Mountain	86	—	—	10	82	—	—	13
Pacific	89	1	3	7	76	14	—	—

See footnotes at end of table.

Table 39. Benefits combinations: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
All workers	80	3	7	9	29	1	58	12
Worker characteristics								
Management, professional, and related	84	3	6	7	29	1	60	10
Professional and related	84	3	5	8	28	1	61	10
Teachers	86	3	3	8	24	(¹)	65	11
Primary, secondary, and special education school teachers	94	—	—	3	16	—	78	—
Registered nurses	75	—	17	—	46	—	46	—
Service	72	4	8	15	27	1	53	18
Protective service	82	2	7	9	34	1	54	10
Sales and office	80	2	9	10	32	2	57	10
Office and administrative support	81	2	8	9	31	2	58	9
Natural resources, construction, and maintenance	86	1	9	4	33	—	62	—
Production, transportation, and material moving ...	75	—	8	—	21	—	62	—
Full time	91	1	7	1	33	(¹)	65	1
Part time	21	17	7	55	6	4	22	69
Union	93	2	2	2	26	(¹)	69	4
Nonunion	70	4	11	15	32	1	50	17
Wage percentiles:²								
Lowest 10 percent	40	9	11	40	16	3	35	46
Lowest 25 percent	59	7	10	25	23	2	45	30
Second 25 percent	84	3	7	5	32	(¹)	59	8
Third 25 percent	87	1	7	4	32	1	63	5
Highest 25 percent	92	1	4	2	31	(¹)	66	3
Highest 10 percent	91	2	6	2	32	—	64	—
Establishment characteristics								
Service-providing industries	80	3	7	9	29	1	58	12
Education and health services	82	4	6	7	27	1	62	11
Educational services	84	4	4	8	23	(¹)	65	11
Elementary and secondary schools	87	4	2	7	16	(¹)	73	11
Junior colleges, colleges, and universities	75	3	11	11	47	—	39	—
Health care and social assistance	68	—	24	—	56	1	35	8
Hospitals	66	—	28	—	59	1	35	5
Public administration	81	2	7	10	33	1	55	11
1 to 99 workers	61	5	14	20	24	2	51	23
1 to 49 workers	53	5	16	27	22	3	47	28
50 to 99 workers	73	5	12	9	28	—	57	—
100 workers or more	83	3	6	8	30	1	60	10
100 to 499 workers	77	4	8	12	26	1	59	15
500 workers or more	86	3	5	6	31	1	60	8

See footnotes at end of table.

Table 39. Benefits combinations: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
State government	87	—	7	—	45	—	49	—
Local government	78	4	7	10	24	1	62	13
Geographic areas								
New England	82	4	3	11	—	—	79	15
Middle Atlantic	84	5	3	9	18	—	68	—
East North Central	74	6	7	13	34	1	46	18
West North Central	71	—	—	11	31	—	53	—
South Atlantic	87	1	4	9	48	(¹)	42	9
East South Central	78	—	—	5	24	—	70	—
West South Central	77	1	14	8	25	1	65	9
Mountain	81	3	6	10	20	1	66	12
Pacific	85	3	5	7	25	1	65	9

¹ Less than 0.5 percent.

² The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.